
CHRIS BUSINESS LINE

Services Description

Personnel Information: The Corporate Human Resource Information System (CHRIS) is a nation-wide operational system within the Department of Energy that serves as the official system of record for human resource management information for all DOE employees. CHRIS is the foundation for the Enterprise Human Resources initiative in the Department's FY 2006 budget

CHRIS has been operational since September 1998 and continues to evolve as the corporate solution for many strategic and operational human capital management issues. The CHRIS project supports the Administration's strategic human capital management initiative and expands e-government within DOE. The CHRIS enterprise solution combines the highly skilled professionals of the Department with electronic workflow and other best practices in work processes with a web-based IT architecture and suite of software applications based on a world class commercial off-the-shelf (COTS) product (PeopleSoft 8).

The CHRIS project has expanded over the years to include an integrated modernization approach to meet human resource, training administration and information processing requirements; Employee Self-Service capabilities; an automated on-line vacancy application system, critical core competency certification and skills assessment processes, SF-52 tracking and on-line paperless transaction requests with electronic signatures (workflow).

The CHRIS system is a mixed life-cycle system. Each year, DOE extends the functionality of the system so the project core is in operations and maintenance mode while the new functionality is going through the development part of the project life-cycle. System activities under the CHRIS umbrella include interface with the new DFAS payroll system; development and implementation of PeopleSoft COTS to support personnel, benefits and training processing and information; provision of Employee Self-Service (ESS) which provides web-based access at the employee desktop to personnel and payroll information and the capability to update certain personal information; and interfaces with DOEInfo, the Department's data repository for human resource and payroll information and DISCAS, the current financial management system. Interfaces to I-MANAGE STARS, e-Travel, and e-Procurement are planned.

Pricing Policy

The WCF Board FY 2006 pricing policy for this Business Line allocates fixed costs based on the number of employees on board in each organization at the beginning of the fiscal year. The WCF plans to provide level funding of \$2.2 M for the CHRIS Business Line operation for FY 2006.

Billing Cycle

Charges for this business line will be billed annually at the beginning of each fiscal year.

CHRIS Business Objectives:

The goals of the CHRIS System are to provide the highest quality human resource management information and services to the Department of Energy's managers, employees and human resource/training professionals and to operate the official HRM system of record in a cost-efficient manner.

To achieve these goals, the Department's primary objectives for CHRIS are to:

- provide information necessary to make sound human resource decisions.
- provide superior customer service through strong teamwork, effective problem solving and timely responses
- protect the integrity and security of the HRM data
- enhance operational efficiencies
- reduce paperwork
- eliminate redundant information systems, and,
- eliminate non-value added work.

Service Standards

- Employee Self Service system is used for 85% or more of all HRM transactions.
- The automated recruitment system is used for at least 85% of all recruitment actions.
- At least 95% of all subagencies have activated electronic workflow functionality.

Management Flexibility

Benefits from the CHRIS Project accrue directly and indirectly to all external and internal customers. This includes but is not limited to Congress, individual employees, their managers and the servicing HR and Training functional specialists. However, individual Departmental customers do not have an option of where to "buy" personnel services. Personnel services are part of the portfolio that is managed corporately at the Secretarial level. Customers can, through Board management, supplement the existing feedback and other communications channels between the CHRIS Project Office and all customers by providing additional constructive feedback about trends and level of quality of existing services and new requirements for additional services. Those existing channels include customer feedback forms on the web site (<http://chris.inel.gov>), regular bulletins, conference calls, hot line support, and periodic site visits and electronic town halls. Another key role for customers is to provide executive sponsorship of the system and to encourage their employees and staff to use the new capabilities of the system rather than the old paper-based methods. For example, the stream of benefits to the Department from the various services of CHRIS such as the shift to a paperless environment through electronic workflow functions can be accelerated if its use is made mandatory, or at least strongly encouraged by senior management. The workflow automated functions will serve those organizations well which are establishing consolidated centers to provide HR services to their employees nation-wide.

The CHRIS Project Office will continue to work with all customers to ensure that the latest training support and information about system benefits are widely disseminated and understood.

Points of Contact

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